

Group Income Protection

Product Summary

What does Group Income Protection provide?

A replacement income if an employee is unable to work because of long-term illness or injury.

At Canada Life, we approach Group Income Protection differently to other insurers. For us, it's not just about paying claims – it's about working in partnership with our customers. As well as the financial support, we provide employers with access to market-leading rehabilitation services from the earliest stages of absence to help employees return to work.

Group Income Protection is also available through our online platform CLASS, for schemes that cover two to 100 employees. CLASS offers enhanced terms and complete end-to-end control of your Canada Life policies.

Have a question?

Call us
0345 223 8000



Visit
www.canadalife.co.uk/group



	Standard Product	CLASS Product
Quotation validity	Underlying rates are guaranteed for three months.	Underlying rates are guaranteed for three months.
Minimum lives	Five.	Two.
Maximum lives	Unlimited.	100.
Minimum premium	£1,000 p.a.	£480 p.a.
Commission	Up to a maximum of 30%.	Up to a maximum of 30%.
Premium frequency	Annual or monthly.	Annual or monthly.
Companies House number required	No.	Yes.
Costing basis	5 – 19 lives – single premium. 20+ lives – unit rated.	2 – 9 lives – single premium. 10+ lives – unit rated.
Rate guarantee period	Typically two years.	Three years.
Entry	Flexible.	Immediate after 0 to 6 months' service, or 1-5 years' service.

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Eligibility	Flexible.	Fully inclusive, or compulsory by classification (e.g. 'all managers'). Can also be pension scheme membership linked.
Benefit categories	Unlimited.	Maximum of eight categories. If there is more than one category, each must contain at least two members.
Participating employers allowed?	Yes.	Yes.
Overseas cover?	Can be provided for those working in any of the Scheduled Territories, or those overseas on holiday or business travel. Cover for those working outside the Scheduled Territories may be possible, subject to agreement.	Can be provided for those working in any of the Scheduled Territories, or those overseas on holiday or business travel.
Benefit basis	<p>Employees can be covered up to 75% of their earnings, either with or without State benefit deductions, to a maximum of £350,000.</p> <p>Partnership partners can be covered up to a maximum of 50% of their earnings, either with or without State benefit deductions, to a maximum of £350,000.</p> <p>Employer NI contributions can be insured. Pension scheme contributions can be insured up to the lesser of 35% of salary or £75,000.</p>	<p>Employees can be covered up to 75% of their earnings, either with or without State benefit deductions, to a maximum of £350,000.</p> <p>Employer NI contributions can be insured. Pension scheme contributions can be insured up to the lesser of 35% of salary or £75,000.</p>
Salary definitions	Flexible.	<p>On either a daily or annual increment basis:</p> <ul style="list-style-type: none"> • Basic salary • Basic salary plus other earnings from the employer (such as overtime, bonus, commission or directors' fees) averaged over a three year period • Total P60 earnings in the preceding year • Basic salary plus specific sacrificed elements
Free cover level	£2,800 per life, up to a maximum of: £120,000 for less than 100 lives; or £150,000 for 100 lives or more.	<p>2 – 20 lives – £65,000.</p> <p>21 – 37 lives – £3,200 per life.</p> <p>38+ lives – £120,000.</p>

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Medical underwriting	<p>Where there are less than 20 lives and underwriting is in respect of benefits over the free cover level, we will allow for future increases through the provision of a forward underwriting bar. The amount of forward underwriting will be equal to 25% of the total insured benefit, subject to a maximum of £50,000 and will usually be provided to any member that is accepted at ordinary rates, with an exclusion, or with a loading of up to +50%.</p> <p>For unit rated schemes of 20 lives or more, members who are underwritten for benefits over the free cover level will not require any further underwriting for increases in salary.</p>	<p>Where there are less than 20 lives and underwriting is in respect of benefits over the free cover level, we will allow for future increases through the provision of a forward underwriting bar. The amount of forward underwriting will be equal to 25% of the total insured benefit, subject to a maximum of £50,000 and will usually be provided to any member that is accepted at ordinary rates, with an exclusion, or with a loading of up to +50%.</p> <p>For unit rated schemes of 20 lives or more, members who are underwritten for benefits over the free cover level will not require any further underwriting for increases in salary.</p>
Temporary cover	Cover for full benefits will be provided for a member while underwriting is ongoing for a period of 120 days.	Cover for full benefits will be provided for a member while underwriting is ongoing for a period of 120 days.
Deferred periods	13, 26, 28, 41 or 52 weeks.	13, 26, 28 or 52 weeks.
Waiver of premium	We will waive the premiums for any member's benefits for any period in which we are paying benefits to you in respect of that member.	We will waive the premiums for any member's benefits for any period in which we are paying benefits to you in respect of that member.
Definitions of incapacity	<ol style="list-style-type: none"> 1. 'Standard' ('own occupation') 2. 'Suited Occupation' 3. 'Standard' switching to 'Suited' after 24 months' 	<ol style="list-style-type: none"> 1. 'Standard' ('own occupation') 2. 'Suited Occupation' 3. 'Standard' switching to 'Suited' after 24 months'
Claims Management Services	An experienced team of Claims Management Consultants works in partnership with vocational Rehabilitation Consultants to support the successful resolution of claims by facilitating recovery and return to work opportunities.	An experienced team of Claims Management Consultants works in partnership with vocational Rehabilitation Consultants to support the successful resolution of claims by facilitating recovery and return to work opportunities.
Rehabilitation benefit	Members participating in agreed rehabilitation programmes may be able to continue receiving their full benefit without reduction even when in receipt of income from another source, provided their total income does not exceed 100% of pre-incapacity earnings.	Members participating in agreed rehabilitation programmes may be able to continue receiving their full benefit without reduction even when in receipt of income from another source, provided their total income does not exceed 100% of pre-incapacity earnings.
Benefit escalation options	0%, 3%, 5% or RPI limited to either 2.5% or 5%.	0%, 3%, 5% or RPI limited to either 2.5% or 5%.
Limited term options	Benefits can be made payable for a maximum of 2, 3 or 5 years (with incapacity definitions 1 and 2, above).	Benefits can be made payable for a maximum of 2, 3 or 5 years (with incapacity definitions 1 and 2, above).

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Employer's lump sum	For schemes of 20 or more lives, a lump sum can be paid in respect of a continued absence at the end of a limited term (see above) if the employee continues to meet the agreed definition of incapacity. This can be expressed as a multiple of salary, a multiple of benefit or a flat amount subject to a maximum of 1x salary or £200,000 per year of the limited term (e.g. 5x salary or £1,000,000 with a 5 year limited term).	Employer's lump sum option is not available via CLASS.
Linked deferred periods	No deferred period will apply if a member who has previously received benefits returns to work and, within one year, is absent again for a period of 30 consecutive days due to a recurrence of the same incapacity.	No deferred period will apply if a member who has previously received benefits returns to work and, within one year, is absent again for a period of 30 consecutive days due to a recurrence of the same incapacity.
Direct payment	Payments can continue directly to claimants if their employment ceases, subject to agreement between the employer, employee and Canada Life.	Payments can continue directly to claimants if their employment ceases, subject to agreement between the employer, employee and Canada Life.
Temporary absence	Cover may continue during a period of temporary absence from active employment. If premiums continue to be paid, we will cover a member: <ul style="list-style-type: none"> • during any period of illness, disablement or statutory leave • for up to 1 year for any other reason, if the member has the right to return to the same occupation at the end of the agreed leave of absence 	Cover may continue during a period of temporary absence from active employment. If premiums continue to be paid, we will cover a member: <ul style="list-style-type: none"> • during any period of illness, disablement or statutory leave • for up to 1 year for any other reason, if the member has the right to return to the same occupation at the end of the agreed leave of absence
Cease age	Flexible to 70.	65, 70 or the greater of 65 and State Pensionable age.

Support Services

What's included?

At Canada Life, we believe insurance is about much more than just a financial benefit. So we've provided employers and their employees with a comprehensive set of FREE Support Services.¹

¹All Support Service costs are absorbed within the Group Insurance premium.

WeCare

WeCare looks after your employees' wellbeing with a 24/7 UK-based online GP, mental health counselling, a get fit programme, legal and financial guidance, plus much more. Using their phone, tablet or desktop, employees and their families have 24/7 access to thousands of experts, all from the comfort of their own home.

Early Intervention Service

Our Early Intervention Service offers day-one absence management at no additional cost. If one of your employees is absent, your HR or line managers can call our dedicated helpline for immediate support and guidance. Call **0117 916 4057**

Second Medical Opinion

The Second Medical Opinion service provides access to over 50,000 leading consultants worldwide. They offer second opinions on diagnoses and treatments for almost any condition.

Call **0800 085 6605** or register online at **canadalife.askbestdoctors.com**

Visit our website www.canadalife.co.uk/group to find out more about our Support Services



This document is for intermediary use only and is intended as an overview of our Group Life Assurance products. Please refer to our Group Life Assurance standard Technical Guide (TGGLAREG0117), CLASS eProduct Technical Guide (TGGLACLAS0117) and Simply CLASS eProduct Technical Guide (TGLASIMP0117) for full details of our terms and conditions.



Our forms are available to download from our website: www.canadalife.co.uk/group
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